

Memorandum of Agreement
between
The City of Saint Paul
and
The Sheet Metal Workers International Association, Local 10
2007 Wage and Fringe Adjustment

APPENDIX C

The basic hourly wage rate for temporary employees appointed to the following classes shall be:

	Effective <u>5/1/2007</u> (or closest payroll period)
Sheet Metal Worker	\$39.68*
Lead Sheet Metal Worker	\$41.68*
Sheet Metal Inspector	
1st Step	\$40.68*
2nd Step	\$41.68*
Senior Mechanical Inspector-Sheet Metal	\$42.68*

The basic hourly wage rates for temporary employees whose length of service and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.065 effective January 1, 2007. This rate is subject to further increase or decrease by the State of Minnesota.

The basic hourly wage rate for provisional, regular, and probationary employees appointed to the following classes shall be:

	Effective <u>5/1/2007</u> (or closest payroll period)
Sheet Metal Worker	\$ 33.20**
Lead Sheet Metal Worker	\$34.87**
Sheet Metal Inspector	
1st Step	\$34.03**
2nd Step	\$34.87**
Senior Mechanical Inspector-Sheet Metal	\$35.71**

APPENDIX C (Continued)

If legislation is passed which prohibits employees from participating in PERA, or gives current employees an option to discontinue participating in PERA, the following rates shall be effective. These rates are for employees **not** participating in PERA:

	Effective <u>5/1/2007</u> (or closest payroll period)
Sheet Metal Worker	\$35.27**
Lead Sheet Metal Worker	\$37.05**
Sheet Metal Inspector	
1 st step	\$36.16**
2 nd step	\$37.05**
Senior Mechanical Inspector - Sheet Metal	\$37.94**

Effective May 1, 2007 (or closest payroll period), there will be an additional \$1.95 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$1.95 between wages and fringes. This amount will be decreased by any increase in industry funds.

- * This rate includes the \$2.68 taxable Credit Union deduction which includes the \$0.40 taxable Market Recovery Fund deduction.
- ** Effective April 26, 1997, this rate includes the above taxable deductions in addition to 72 hours of paid holidays and 160 hours of paid vacation per fiscal year. Vacation carry over shall be paid in accordance with Section I H of the Saint Paul Salary Plan and Rates of Compensation. Vacation must be approved by the Head of the Department.

After appearing on the payroll for 1040 hours in the first step, an employee in the Sheet Metal Inspector classification may be granted a wage increase to the second step.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

APPENDIX D

Effective May 1, 2007 (or closest payroll period), the Employer shall:

- (1) contribute to a **Welfare Fund** \$5.90 per hour for all hours worked by participating employees as defined in this Agreement.
- (2) contribute to a **Local Pension Fund** \$2.99 per hour for all hours worked by participating employees, as defined in this Agreement.
- (3) contribute to a **National Pension Fund** \$2.50 per hour for all hours worked by participating employees, as defined in this Agreement.
- (4) deduct and forward to a **Vacation Fund** \$2.68 per hour for all hours worked by participating employees, as defined in this Agreement, which includes the \$0.40 taxable **Market Recovery Fund** deduction.
- (5) contribute to the **Local Training Fund** \$0.51 per hour for all hours worked by participating employees, as defined in this Agreement.
- (6) contribute to the **National Scholarship and SHOMI Fund** \$0.03 per hour for all hours worked by participating employees, as defined in this Agreement.
- (7) contribute and forward to the **Labor/Management Committee Fund** \$0.06 per hour for all hours worked by participating employees, as defined in this Agreement.
- (8) contribute and forward a **NEMI Fund** \$0.15 per hour for all hours worked by participating employees, as defined in this Agreement..

The Employer will not make the above contributions for Holidays or vacation.

The above contributions may be increased or decreased as long as the applicable hourly rates in Appendix C for participating employees are decreased or increased by the same total amount.

All contributions and deductions made in accordance with this Appendix shall be forwarded to depositories as directed by the Union.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

WITNESSES:
CITY OF SAINT PAUL

SHEET METAL WORKERS INTERNATIONAL
ASSOCIATION, LOCAL 10

Tracey Blees
Labor Relations

Craig Sandberg
Business Representative

Date

Date

Jason Schmidt
Labor Relations Manager

Date